



Australian Bureau of Statistics

6310.0 - Employee Earnings, Benefits and Trade Union Membership, Australia, Aug 2010

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Summary

Main Features

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the distribution of weekly earnings of employees, their entitlement to core employment benefits such as paid leave (paid holiday, paid sick, paid long service and paid maternity/paternity leave), superannuation contributions made by employer on behalf of employee, and trade union membership. This information can be cross-classified by a range of personal characteristics such as age, sex and country of birth, and by characteristics of employment such as full-time or part-time status, industry and occupation of main job.

The statistics in this publication were compiled from the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) Survey conducted throughout Australia in August 2010 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked of all employees in their main job except for those who worked solely for payment in kind in their main job.

CHANGES IN THIS ISSUE

The 2009 Employee Benefits module that captured information on employment benefits received in the last 12 months was not collected in 2010.

A number of data items presented in the 2009 publication are not available in the 2010 publication, as this information was not collected in 2010. For more information see paragraph 28 of the Explanatory Notes.

The data item 'Duration of employment in main job' presented in the 2009 publication has been renamed 'Continuous duration with current employer/business'. The data item 'Future employment expectations' presented in the 2009 publication has been expanded to 'Expected future duration with current employer/business' and 'Reason expected duration with current employer/business fewer than 12 months' to be consistent with other labour supplementary surveys.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.

Summary of findings

SUMMARY OF FINDINGS

OVERVIEW

In August 2010, there were 9.8 million employees (5.2 million males and 4.6 million females). Of these, 70% were full-time employees in their main job (84% of male employees and 54% of female employees). Other characteristics of employees included:

- mean weekly earnings for employees in their main job was \$1,024;
- 18% were trade union members in their main job;
- 90% had contributions made by their current employer into a superannuation scheme on their behalf; and
- 726,500 (7%) were owner managers of incorporated enterprises (OMIEs).

WEEKLY EARNINGS

Mean weekly earnings in all jobs

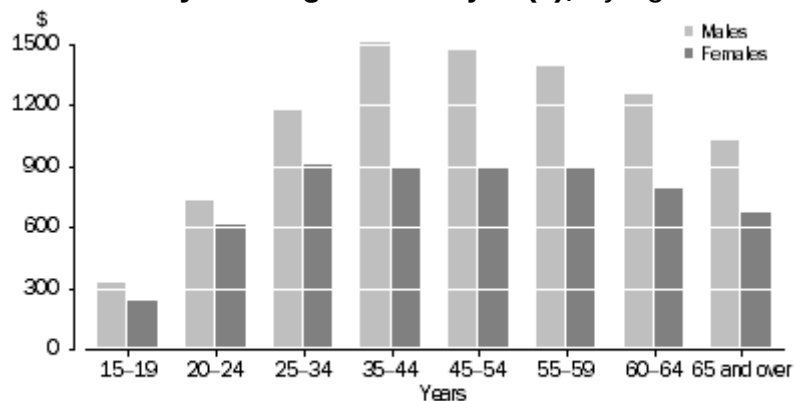
The mean weekly earnings of employees in all jobs in August 2010 was \$1,035, an increase of \$40 since August 2009. Mean weekly earnings in all jobs for males was \$1,227 compared to \$819 for females. Mean weekly earnings for full-time workers was \$1,267 compared to \$468 for part-time workers.

Mean weekly earnings, in all jobs, has increased by 57% during the 10 years to August 2010, from \$659 in August 2000 to \$1,035 in August 2010. Changes in mean weekly earnings may be affected not only by changes in the rate of pay, but also by changes in the composition of the Australian workforce, including:

- diversity of employment arrangements;
- number of hours worked;
- the extent of part-time and casual employment; and
- mix of industries and occupations.

Mean weekly earnings in main job

Mean weekly earnings in main job (a), By age and sex



(a) For more information see paragraphs 19 and 20 of the Explanatory Notes.

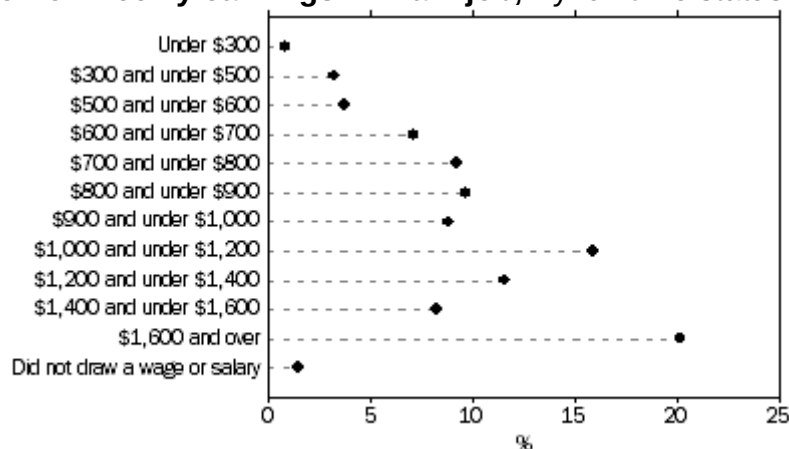
The mean weekly earnings for employees in their main job in August 2010 was \$1,218 for males and \$805 for females. Males aged 35-44 years had the highest mean weekly earnings at \$1,500, whilst for females, it was those aged 25-34 years at \$912. The mean weekly earnings in the main job were higher for males than for females in every age group. The greatest difference in mean weekly earnings between male and female employees was for those aged 35-44 years (a difference of \$620 per week), while the smallest difference, \$84, was for those aged 15-19 years.

Median weekly earnings in main job

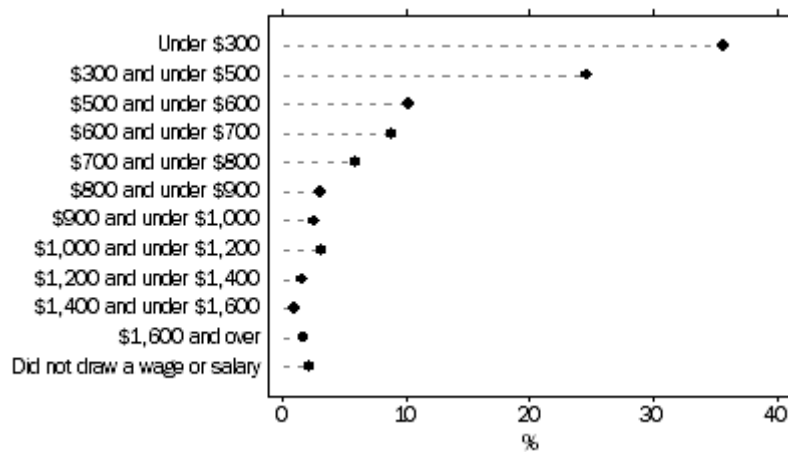
In August 2010, the median weekly earnings in main job for all employees was \$870. Median weekly earnings was the highest for employees who worked in the mining industry (\$1,900). By occupation, the highest median was for Managers (\$1,211), followed by Professionals (\$1,187). Median weekly earnings was lowest for employees who worked in the Accommodation and food services industry (\$402). By occupation, the lowest median was for Sales workers (\$489).

Weekly earnings in main job

Distribution of Weekly earnings in main job, By full-time status in main job



Distribution of Weekly earnings in main job, By part-time status in main job



As would be expected, the distribution of weekly earnings of part-time employees is concentrated at the lower end with 60% earning under \$500 per week. For full-time employees, 56% earn \$1,000 or more per week.

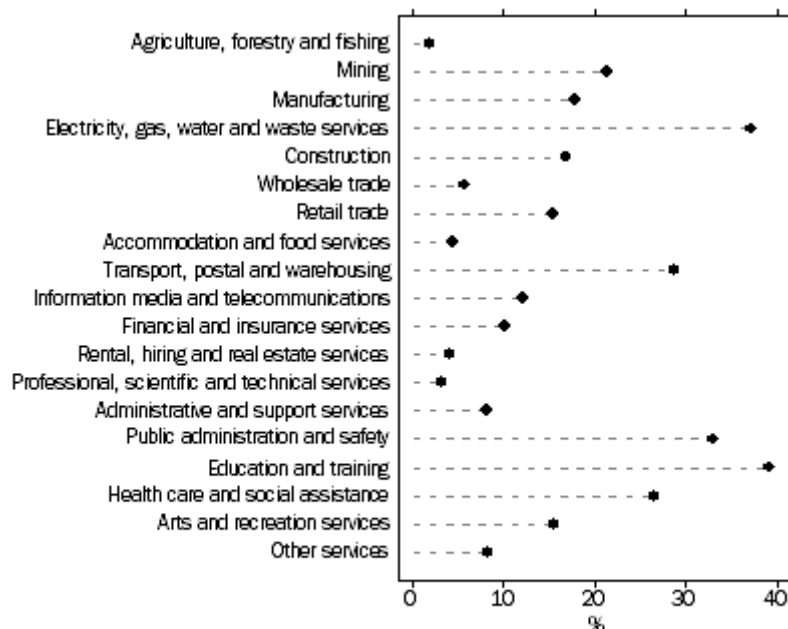
TRADE UNION MEMBERSHIP IN MAIN JOB

The proportion of employees who were trade union members in their main job decreased from 20% in August 2009 to 18% in August 2010. This was a decrease of 47,300 employees from the previous year.

Data collected about trade union members in their main job for August 2010 also showed:

- 20% of full-time employees, and 14% of part-time employees were trade union members in their main job;
- 41% of public sector employees compared to 14% of private sector employees were trade union members in their main job; and
- Tasmania had the highest proportion (24%), while the Northern Territory had the lowest proportion (14%) of employees who were trade union members in their main job.

Proportion of trade union membership(a), By industry



(a) In main job.

Employees in the Education and training industry Division had the highest proportion of trade union membership in their main job (39%), followed by Electricity, gas, water and waste services (37%). The industry Division with the lowest proportion of trade union membership in their main job was Agriculture, forestry and fishing (2%).

SUPERANNUATION CONTRIBUTIONS PAID BY EMPLOYER

In August 2010, 90% of all employees had superannuation contributions paid into a superannuation scheme on their behalf by their employer. A higher proportion of full-time employees had superannuation contributions paid into a superannuation scheme on their behalf than part-time employees (94% and 79% respectively).

Over 90% of employees earning over \$500 per week had superannuation contributions paid into a superannuation scheme by their employer. Of this group, 97% of those earning between \$1,200 and under \$1,800 had superannuation contributions paid into a superannuation scheme. In contrast, employees earning less than \$400 per week were less likely to have superannuation contributions paid into a superannuation scheme by their employer. For example, 61% of those earning under \$200 and 77% of those earning at least \$200 but under \$300 had superannuation contributions paid into a superannuation scheme by their employer.

EMPLOYEES (EXCLUDING OMIES)

With paid leave entitlements

In August 2010, there were 9.0 million employees¹ (4.7 million males and 4.4 million females). Of these, 6.8 million (76%) had paid leave entitlements. A higher proportion of male employees¹ had paid leave entitlements (79%) than female employees¹ (72%).

The occupation group with the highest proportion of employees¹ with paid leave entitlements was Managers (93%), followed by Professionals (88%). The occupation group with the lowest proportion with paid leave entitlements was Labourers (52%).

Mean weekly earnings in main job

Mean weekly earnings in main job for employees¹ was \$1,007 (\$1,199 for males and \$802 for females). Employees¹ with paid leave entitlements had higher mean weekly earnings in main job (\$1,155) than those without paid leave entitlements (\$546).

Trade union membership in main job

Of all employees¹, 1.8 million were trade union members in their main job. Of these:

- 51% were male;
- 91% had paid leave entitlements;
- 31% were in the Professionals occupation group;
- 19% worked in the Education and training industry Division; and
- 18% in the Health care and assistance industry Division.

Without paid leave entitlements

In August 2010, 2.2 million (24%) employees¹ did not have paid leave entitlements (a proxy measure for casual employment) in their main job, that is, they were not entitled to either paid sick leave or paid holiday leave in their main job (or did not know if they were entitled). Of these:

- 55% were female;
- 20% were aged 15-19 years, and 59% were aged under 35 years;
- 70% were part-time employees¹;
- 21% were in each of the Sales workers and Labourers occupation groups; and
- 19% were in each of the Retail trade and the Accommodation and food services industry Divisions.

Types of paid leave entitlements

Employees¹ can have a number of different paid leave entitlements, namely holiday leave, sick leave, long service leave and maternity/paternity leave.

In August 2010, 77% of employees¹ had one or more paid leave entitlements while 23% had no paid leave entitlements at all. Only 36% reported that they had all paid leave entitlements². The most common paid leave entitlements held by employees¹ were paid holiday leave or paid sick leave (both 75%).

Comparisons for some key population groups in relation to whether employees¹ had all of the paid leave entitlements² show:

- 41% of the 4.4 million female employees¹ had all paid leave entitlements², compared to 30% of the 4.7 million male employees¹;
- 42% of the 6.3 million full-time employees¹ had all paid leave entitlements², compared to 21% of the 2.8 million part-time employees¹; and
- 64% of the 1.6 million employees¹ in the public sector had all paid leave entitlements²,

compared to 29% of the 7.4 million employees¹ in the private sector.

Overall, the industry Divisions with the highest proportion of employees¹ with all of the paid leave entitlements² were Public administration and safety (64%) and Financial and insurance services (62%). In contrast, only 8% of employees in the Accommodation and food services industry Division had all paid leave entitlements², while in the same industry Division, 64% had no paid leave entitlements.

Over half (54%) of the employees¹ whose occupation was Professionals in August 2010 had all paid leave entitlements². In contrast, 20% of Sales workers and 16% of Labourers had all paid leave entitlements², while 44% of Sales workers and 45% of Labourers had no paid leave entitlements.

END NOTE

1. Excluding owner managers of incorporated enterprises.
2. Refers to the entitlement of paid holiday leave, paid sick leave, paid long service leave and paid maternity/paternity leave.

About this Release

Contains information from three survey topics: weekly earnings of employees, core employment benefits and trade union members. Weekly earnings data shows the distribution of weekly earnings of all wage and salary earners classified by full-time/part-time employees, employees with or without leave entitlements, sector, hours worked and hours paid. Core employment benefits data includes information relating to sick leave, annual leave, long-service leave, maternity/paternity leave and superannuation coverage. Information about the level of trade union membership is also provided. For each of these topics estimates can be cross-classified by demographics such as state, sex, age, marital status, birthplace; and by labour force characteristics such as industry of main job and occupation of main job.

History of Changes

This document was added or updated on 26/05/2011.

26/05/2011 Changes to the Data Cube Trade Union Membership Time Series have been released. This change relates to State Data for Male Trade Union Members in Main Job for Tasmania, Northern Territory, Australian Capital Territory and Australia (Total) for 2003.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) Survey conducted throughout Australia in August 2010 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication Labour Force, Australia (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys. LFS also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians.

4 The conceptual framework for measures of mean earnings and median earnings aligns closely with the standards and guidelines set out in the System of National Accounts 1993, and resolutions of the International Conference of Labour Statisticians.

5 Descriptions of the underlying concepts and structure of Australia's labour force statistics, the concepts of earnings statistics, and the sources and methods used in compiling these estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

SCOPE

6 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated population;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

7 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

8 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Indigenous communities in very remote parts of Australia.

9 In addition to those already excluded from the LFS, employees who worked solely for payment in kind in their main job are excluded from this survey.

COVERAGE

10 The estimates in this publication relate to persons covered by the survey in August 2010. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See Labour Force, Australia (cat. no. 6202.0) for more details.

SAMPLE SIZE

11 Supplementary surveys are not conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

12 The LFS sample size in August 2010 was approximately 32% higher than the sample size in August 2009. This is due to the re-instatement of sample that was reduced from LFS and supplementary surveys from July 2008 to November 2009. Detailed information about the sample re-instatement is provided in Information Paper: Labour Force Survey Sample Design, Nov 2007 (Third edition) (cat. no. 6269.0).

13 The initial sample for the August 2010 LFS consisted of 36,010 private dwelling households and special dwelling units. Of the 28,885 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), 27,483, or 95.1% were fully responding to the Employee Earnings, Benefits and Trade Union Membership Survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope and coverage exclusions) was 25,777.

RELIABILITY OF THE ESTIMATES

14 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

15 The estimates are based on information collected in the survey month (August) and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

16 From 2006, occupation data are classified according to the ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0). This classification replaces ASCO - Australian Standard Classification of Occupations, Second Edition, 1997 (cat. no. 1220.0).

17 Also from 2006, industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0). This classification replaced the Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (cat. no. 1292.0).

18 Country of birth data are classified according to the Standard Australian Classification of Countries (SACC), Second Edition, 2008 (cat. no. 1269.0).

NOTES ON ESTIMATES

Imputation

19 Where information relating to earnings in main job and second job has not been provided by the respondent, values have been imputed. In August 2010, there were 3,020 cases where information relating to earnings in main job was not provided by the respondent, and 120 cases where information relating to earnings in second job was not provided by the respondent. Where this was the only information missing from the record, a value has been imputed based on answers provided from another respondent with similar characteristics (referred to as the donor). Donor records were selected for main job imputation by matching information on sex, age, state or territory of usual residence and labour force characteristics (full-time or part-time in main job, industry, occupation, hours worked in main job) of the person with missing information.

20 Donor records were selected for second job imputation by matching information on sex, age, state or territory of usual residence, area of usual residence and owner manager status. Depending on which values were to be imputed, donors were chosen from the pool of individual records with complete information for the block of questions where the missing information occurred.

Earnings

21 Care should be taken when using estimates of mean weekly earnings or median weekly earnings. Employees who did not draw a wage or salary, comprises OMIEs who responded that they did not draw a wage or salary when asked "In your main job, how often are you paid?", are excluded from estimates of mean weekly earnings and median weekly earnings.

Leave entitlements

22 Employees (excluding OMIEs) are classified as 'With paid leave entitlements' if they said 'yes' to either of the following questions:

- "Does your employer/business provide you with paid sick leave?"
- "Does your employer/business provide you with paid holiday leave?"

In all other cases, employees (excluding OMIEs) are categorised as 'Without paid leave entitlements'. Information is also collected on other types of leave entitlements.

COMPARABILITY OF TIME SERIES

23 The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks after each five-yearly Census of Population and Housing (Census), however revisions were made to the population benchmarks from July 2010, including those used for the 2010 Employee Earnings, Benefits and Trade Union Membership Survey, to reflect revisions to ERP. For more details on population benchmarks, see the Explanatory Notes in [Labour Force, Australia](#) (cat. no. 6202.0), and for details about the revisions made, see the article in the September 2010 issue of [Labour Force, Australia](#) (cat. no. 6202.0).

24 Care should be taken when comparing movements in mean weekly earnings and employment benefits estimates that include the July 1991 and August 1997 surveys. The usual period between surveys is 12 months, however in 1991 the elapsed time was 11 months (August 1990 to July 1991), and in 1992 it was 13 months (July 1991 to August 1992). In 1997, the elapsed time was 2 years (August 1995 to August 1997).

25 A change was made in 2002 to the method used to determine whether an employee works full-time or part-time in their main job. Prior to 2002, 'full-time or part-time employees in main job' was derived from a self-perception question in which all employees were asked 'Is your job full-time or part-time?'. Following the redesign in 2001 of the LFS questionnaire, actual hours worked in main job in the reference week is collected. From August 2002, data on hours worked in main job are used to derive full-time or part-time status of employees in main job.

26 This approach is consistent with the method used in the LFS to derive full-time or part-time status in all jobs. For further details, see Glossary entries 'Full-time employees in main job' and 'Full-time workers'.

27 In 2007 there was a change to the data item 'Whether considered job to be casual'. From 2007, all employees (excluding OMIEs) were asked if they were employed as a casual. In 2006 and previous years, owner managers of incorporated enterprises and employees who received both paid sick and paid holiday leave were not asked if they were employed as a casual. As a result of this change, there was a break in series. Users need to exercise care when comparing the number of people who considered their job to be casual with data prior to August 2007.

28 A number of data items collected in the 2009 survey were not collected in 2010. These were:

- 'Number of weeks of paid leave entitlement to';
- 'Whether able to accrue paid holiday leave';
- 'Number of weeks of paid maternity/paternity leave';
- 'Whether taken paid study leave in the last 12 months';
- 'Whether earnings varied from one pay period to the next';
- 'Whether usually works paid or unpaid extra hours or overtime';
- 'Whether most recent period of extra hours or overtime was paid, unpaid or both';
- 'Whether guaranteed a minimum number of hours of work';

- 'Type of employment benefit received';
- 'Salary sacrifice arrangements in the last pay period';
- 'Level of highest educational attainment';
- 'Level of highest non-school qualification'; and
- 'Highest year of school completed'.

Salary sacrifice

29 The estimates of earnings in this publication are produced in accordance with the conceptual framework for measures of employee remuneration, as outlined in Information paper: Changes to ABS Measure of Employee Remuneration, Australia 2006 (cat. no. 6313.0).

30 From 2007, as a result of the change in concept of earnings being measured, employees were asked to include salary sacrifice when estimating their earnings. In previous years, there was no explicit reference to the treatment of salary sacrifice. It is probable that some employees were already including amounts of salary sacrifice in their estimates of earnings, depending upon how their pay was reported. This change has resulted in a break in series. Users need to exercise care when comparing the earnings of employees in this publication with those prior to 2007.

Imputation

31 The current imputation method has been used since the 2005 survey. A similar method of imputation was used for the 2004 survey. The differences between the 2004 and current imputation methods are that donors are matched where possible on a finer level of detail, and second job earnings are now imputed whereas in 2004 they were not.

32 From 2009, additional information relating to the number of hours that a respondent's last pay period covered in their main job was used in the imputation process.

33 These changes in methodology are expected to have improved the imputed earnings data at the unit record level, but should have little impact on aggregate estimates.

34 Prior to 2004 imputation was not used, hence employees whose weekly earnings could not be determined were excluded from estimates of mean or median weekly earnings. Care should be taken when comparing earnings data from 2004 onwards with earnings data prior to 2004. To compare the change in method from 2003 to 2004 see paragraph 28 of the Explanatory Notes in Employee Earnings, Benefits and Trade Union Membership, August 2004 (cat. no. 6310.0).

COMPARABILITY WITH MONTHLY LFS STATISTICS

35 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

COMPARABILITY WITH EMPLOYER-BASED AVERAGE WEEKLY EARNINGS SURVEY

36 Caution should be exercised when comparing estimates of mean weekly earnings in this

publication with estimates of average weekly earnings included in the quarterly publication Average Weekly Earnings, Australia (cat. no. 6302.0), which are compiled from a survey of employers. There are important differences in the concepts, scope and methodology of the two surveys.

37 Estimates of average weekly earnings from the quarterly publication Average Weekly Earnings, Australia (cat. no. 6302.0) exclude amounts salary sacrificed. From 2007, amounts salary sacrificed are included in the estimates of mean and median weekly earnings for the EEBTUM survey.

38 The quarterly Survey of Average Weekly Earnings excludes employees in the industries of Agriculture, forestry and fishing and Private households employing staff, both of which are included in this household survey. The quarterly Survey of Average Weekly Earnings collects information from employers who complete a mailed questionnaire with details of their employees' total gross earnings and the total number of employees. For this household survey, respondents are either interviewed personally, or another adult member of their household responds on their behalf and estimated earnings of individuals are reported.

39 The methodology used in this household survey may result in non-sampling error not evident in surveys of employers (and vice versa). This may account for some of the differences between the results of the two surveys.

PREVIOUS SURVEYS OF WEEKLY EARNINGS

40 Similar surveys have been conducted annually since August 1975, except 1991 when the survey was conducted in July, and in 1996 when the survey was not conducted.

41 Prior to 1998, this publication was titled Weekly Earnings of Employees (Distribution), Australia, August 1997 (cat. no. 6310.0). The change in title reflects the inclusion of employment benefits and trade union membership data previously released in other publications.

PREVIOUS SURVEYS OF EMPLOYMENT BENEFITS

42 Results of previous surveys on employment benefits have been published in:

- Employment Benefits, Australia, August 1983 to August 1992 (cat. no. 6334.0);
- Employment Benefits, Australia, August 1994 (cat. no. 6334.0.40.001);
- Weekly Earnings of Employees (Distribution), Australia, August 1995 (cat. no. 6310.0.40.001); and
- Weekly Earnings of Employees (Distribution), Australia, August 1997 (cat. no. 6310.0).

PREVIOUS SURVEYS OF TRADE UNION MEMBERS

43 Information on trade union membership was first collected in 1976, then biennially in its current format, from 1986 to 1992. From this time, it was conducted annually (with limited data available every second year). Results of previous surveys were published in:

- Labour Force, Australia, December 1994, December 1995 (cat. no. 6203.0);
- Trade Union Members, Australia, August 1986, August 1988, August 1990, August 1992, August 1996 (cat. no. 6325.0); and

- Trade Union Members, Australia, August 1994 (cat. no. 6325.0.40.001).

44 Limited data on trade union membership have also been published in:

- Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007 (re-issued) (cat. no. 6361.0);
- Weekly Earnings of Employees (Distribution), Australia, August 1995 (cat. no. 6310.0.40.001);
- Weekly Earnings of Employees (Distribution), Australia, August 1997 (cat. no. 6310.0);
- Working Arrangements, Australia, November 2000 (cat. no. 6342.0); and
- Working Arrangements, Australia, November 2003 (cat. no. 6342.0).

NEXT SURVEY

45 The ABS plans to conduct this survey again in August 2011.

ACKNOWLEDGEMENT

46 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the **Census and Statistics Act, 1905**.

PRODUCTS AND SERVICES

Spreadsheets

47 Additional tables are available in spreadsheet format with time series data. These tables will be made available with the publication from the ABS web site.

Confidentialised Unit Record Files

48 It is expected that a confidentialised unit record file (CURF) will be produced from the EEBTUM Survey subject to the approval of the Australian Statistician. The Basic CURF will be available on CD-ROM, via the ABS Remote Access Data Laboratory (RADL) and the ABS Data Laboratory (ABSDL). The Expanded CURF will only be accessible through the RADL and ABSDL. The CURF will be available in SAS, STATA and SPSS format. A full range of up-to-date information about the availability of ABS CURFs and about applying for access to CURFs is available via the ABS web site (see Services - CURF Microdata). For enquiries regarding CURFs, contact ABS CURF Management Unit via email at microdata.access@abs.gov.au or telephone (02) 6252 7714.

RELATED PUBLICATIONS

49 Other publications which may be of interest include:

- Australian Labour Market Statistics (cat. no. 6105.0);

- [Average Weekly Earnings, Australia](#) (cat. no. 6302.0);
- [Barriers and Incentives to Labour Force Participation, Australia](#) (cat. no. 6239.0);
- [Career Experience, Australia](#) (cat. no. 6254.0);
- [Education and Work, Australia](#) (cat. no. 6227.0);
- [Employment Arrangements and Superannuation, Australia](#) (cat. no. 6361.0);
- [Employment Arrangements, Retirement and Superannuation, Australia, April to July 2007 \(re-issued\)](#) (cat. no. 6361.0).
- [Employee Earnings and Hours, Australia](#) (cat. no. 6306.0);
- [Forms of Employment, Australia](#) (cat. no. 6359.0);
- [Industrial Disputes, Australia](#) (cat. no. 6321.0);
- [Labour Force, Australia](#) (cat. no. 6202.0);
- [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001);
- [Retirement and Retirement Intentions, Australia](#) (cat. no. 6238.0); and
- [Working Time Arrangements, Australia](#) (cat. no. 6342.0).

50 Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

Glossary

GLOSSARY

Born in Australia

Includes persons born in Australia, Norfolk Island and Australian External Territories.

Casual loading

Provision by an employer of a higher rate of pay to compensate for not being entitled to paid holiday and/or paid sick leave.

Did not draw a wage or salary

Consists of persons who worked in their own incorporated enterprise only.

Employees

People who:

- worked for a public or private employer; and
- received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, or tips, piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

Full adult rate of pay

Full rate of pay an adult employee receives, as specified by employer. If an employee is not being paid at the full adult rate they may be paid a percentage of the adult rate dependent

on their age or abilities. Adult employees are employees who are 21 years of age or over, and employees under 21 years old who are paid at the full adult rate for their occupation.

Full-time employees in main job

People who were employees in their main job and:

- (for single job holders) usually work 35 hours or more a week, or usually work fewer than 35 hours but worked 35 hours or more in the reference week; or
- (for multiple job holders) usually work 35 hours or more in their main job and those who, although usually working fewer than 35 hours in their main job, worked 35 hours or more in the reference week.

Full-time workers

Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working fewer than 35 hours a week, worked 35 hours or more during the reference week. In this publication full-time workers relates to full-time workers who were employees in their main job.

Hours for which paid in main job

The number of hours for which employees were paid in their main job, not necessarily the number of hours actually worked during the reference week (e.g. an employee on paid leave for the week was asked to report the number of hours for which they were paid).

Hours worked

The number of hours actually worked during the reference week.

Industry of main job

An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (cat. no. 1292.0).

Main English-speaking countries

The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.

Main job

The job in which most hours are usually worked.

Mean weekly earnings

The amount obtained by dividing the total earnings of a group by the number of employees in that group.

Median weekly earnings

The amount which divides the distribution of employees into two equal groups, one having earnings above and the other below that amount.

Multiple jobholder

Employed persons who, during the reference week, worked in a second job. Multiple jobholders exclude those who changed employer and those who held a second job from which they were absent during the reference week because of holidays, sickness or any other reason.

In this publication, a multiple jobholder relates to only those who were employees in their main job.

Information on earnings in main job is collected from all multiple jobholders. Information on earnings in second job is only collected from multiple jobholders who were employees in their second job.

No paid leave entitlements

Employees who do not have or do not know if they have either paid holiday leave, paid sick leave, paid long service leave and/or paid maternity/paternity leave in their main job.

Occupation of main job

An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO - Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009 (cat. no. 1220.0).

Owner managers of incorporated enterprises

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

Paid holiday leave

The entitlement of an employee to paid holiday, paid vacation or paid recreation leave in their main job.

Paid leave entitlements

The entitlement of employees (excluding OMIEs) to either paid holiday leave, paid sick leave, paid long service leave and/or paid maternity/paternity leave in their main job.

Paid long service leave

The entitlement of an employee to paid long service leave in their main job.

Paid maternity/paternity leave

The entitlement of an employee to paid maternity/paternity leave in their main job.

Paid set amount or by the hour

Employees with a fixed annual salary who get paid the same amount each pay period (excluding overtime and bonuses), regardless of the number of hours worked in the week are classed as 'paid by set amount'. Employees classed as 'paid by the hour' have their pay specifically determined by the number of hours they work each pay period.

Paid sick leave

The entitlement of an employee to paid sick leave in their main job.

Part-time employees in main job

People who were employees in their main job and:

- (for single job holders) usually work fewer than 35 hours a week, and did so in the reference week; or
- (for multiple job holders) actually worked fewer than 35 hours in their main job in the reference week, or were away from their main job but usually work fewer than 35 hours a week in their main job.

Part-time workers

Employed persons who usually worked fewer than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week. In this publication, part-time workers relates to part-time workers who were employees in their main job.

Reference week

The week preceding the week in which the interview was conducted.

Salary sacrifice

An arrangement under which an employee agrees contractually to forgo part of the remuneration which the employee would otherwise receive as wages and salaries in return for the employer or someone associated with the employer providing benefits of a similar value.

Second job

A job, other than the main job, in which some hours were worked during the reference week.

Sector of main job

Is used to classify a respondent's employer as a public or private enterprise. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government.

Size of location in main job

The number of persons employed at the location of the respondent's main job by their employer.

Superannuation contributions

As a result of employment, employer has made superannuation contributions in the last 12 months into a Superannuation Scheme on behalf of employee in their main job.

Under the **Superannuation Guarantee Act, 1992**, employers are obliged to make superannuation contributions on behalf of most employees. There are some exempt employees: for example, employees aged less than 18 years who are not working more than 30 hours a week, employees aged 70 years and over, or employees who are paid less than \$450 in a calendar month.

Trade union

An organisation consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

Trade union member

Employees who are a member of a trade union, not necessarily in connection with their main job. For more information, see paragraphs 43 and 44 of the Explanatory Notes.

Trade union member in main job

Employees with membership in a trade union in connection with their main job.

Weekly earnings

Amount of 'last total pay' (i.e. before taxation, salary sacrifice and other deductions had been made) from wage and salary jobs prior to the interview. For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases, prepayment of leave or bonuses, etc.

With paid leave entitlements

Employees (excluding OMIEs) who were entitled to either paid holiday leave or paid sick leave (or both) in their main job.

Without paid leave entitlements

Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job.

Abbreviations

ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics

ABSDL	Australian Bureau of Statistics Data Laboratory
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
CURF	confidentialised unit record file
EEBTUM	Employee Earnings, Benefits and Trade Union Membership
ERP	estimated resident population
LFS	Labour Force Survey
n.f.d.	not further defined
OMIE	owner manager of incorporated enterprise
RADL	Remote Access Data Laboratory
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

Populations and Data item list

APPENDIX 1 POPULATIONS AND DATA ITEM LIST

POPULATIONS

The ABS has a range of data available on request from the Employee Earnings, Benefits and Trade Union Membership Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about the ABS data available on request, contact Client Services Section in Canberra on (02) 6252 7400, or via email information.consultancy@abs.gov.au.

Population 1

Employees in main job

Population 2

Full-time employees in main job

Population 3

Employees in main job who were full-time workers

Population 4

Employees who worked as an employee in the reference week in their second job

Population 5

Employees who were members of a trade union in their main job

Population 6

Employees who were trade union members

Population 7

Employees (excluding OMIEs) in main job

Population 8

Owner managers of incorporated enterprises (OMIEs) in their main job

Population 9

Employees in main job who were part-time workers

Data Item List	Populations
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1 State or territory of usual residence	All
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New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	

2 Area of usual residence	All
---------------------------	-----

State capital city	
Balance of state/territory	

3 Region of usual residence	All
-----------------------------	-----

Standard labour force dissemination regions	
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4 Sex	All
-------	-----

Males	
Females	

5 Marital status	All
------------------	-----

Married	
Not married	

6 Relationship in household	All
-----------------------------	-----

Family member	
Husband, wife or partner	

	With dependants	
	Without dependants	
	Lone parent	
	With dependants	
	Without dependants	
	Dependent student	
	Non-dependent child	
	Other family person	
	Non-family member	
	Lone person	
	Not living alone	
	Relationship not determined	
7A	Country of birth and period of arrival	All
	Born in Australia	
	Born overseas	
	Arrived before 1971	
	Arrived 1971-1980	
	Arrived 1981-1990	
	Arrived 1991-2000	
	Arrived 2001 to survey date	
7B	Country of birth (1)	All
	Born in Australia	
	Born overseas	
	Born in main English-speaking countries	
	Born in other than main English-speaking countries	
7C	Country of birth (2)	All
	Born in Australia	
	Born overseas	
	Oceania and Antarctica	
	North-West Europe	
	Southern and Eastern Europe	
	North Africa and the Middle East	
	South-East Asia	
	North-East Asia	
	Southern and Central Asia	
	Americas	
	Sub-Saharan Africa	
	Other	
8	Age group (years)	All
	15-19	
	20-24	
	25-34	
	35-44	
	45-54	
	55-59	
	60-64	
	65 and over	
	Note: Age collected in single years	
9	Age of youngest dependent child	All
	0-4 years	
	5-9 years	
	10-14 years	

- No dependent children
- 10 Number of children in family aged under 15 years **All**
- Had children under 15 years
- One
- Two
- Three or more
- Did not have children under 15 years
- 11 Age and whether attending an educational institution **All**
- Not applicable
- Aged 15-19 attending neither school nor a tertiary educational institution
- Aged 15-19 attending a tertiary educational institution full time
- Aged 15-19 attending school
- Aged 20-24 not attending tertiary educational institution full time
- Aged 20-24 attending tertiary educational institution full time
- 12 Occupation of main job **All**
- Managers
- Professionals
- Technicians and trades workers
- Community and personal service workers
- Clerical and administrative workers
- Sales workers
- Machinery operators and drivers
- Labourers
- 13 Industry of main job **All**
- Agriculture, forestry and fishing
- Mining
- Manufacturing
- Electricity, gas, water and waste services
- Construction
- Wholesale trade
- Retail trade
- Accommodation and food services
- Transport, postal and warehousing
- Information media and telecommunications
- Financial and insurance services
- Rental, hiring and real estate services
- Professional, scientific and technical services
- Administrative and support services
- Public administration and safety
- Education and training

- Health care and social assistance
- Arts and recreation services
- Other services
- 14 Continuous duration with current employer/business **All**
 - Fewer than 12 months
 - Under 3 months
 - 3 and under 6 months
 - 6 and under 12 months
 - 1 year and over
- 15 Expected future duration with current employer/business **All**
 - Expected to be with current employer/business in 12 months
 - Did not expect to be with current employer/business in 12 months
- 16 Reason expected duration with current employer/business fewer than 12 months **All**
 - Voluntary/non economic reasons
 - Changing jobs/seeking other employment
 - Return to study/travel /family reasons
 - Retiring
 - Other
 - Involuntary/economic reasons
 - Seasonal/temporary job/fixed contract
 - Employer/business closing
 - down/downsizing
- 17 Weekly earnings in main job **All**
 - Under \$200
 - \$200 to less than \$300
 - \$300 to less than \$400
 - \$400 to less than \$500
 - \$500 to less than \$600
 - \$600 to less than \$700
 - \$700 to less than \$800
 - \$800 to less than \$900
 - \$900 to less than \$1,000
 - \$1,000 to less than \$1,200
 - \$1,200 to less than \$1,400
 - \$1,400 to less than \$1,600
 - \$1,600 to less than \$1,800
 - \$1,800 and over
 - Did not draw a wage or salary
 - Note: Earnings collected in single dollars
- 18 Weekly earnings in second job **4**
 - Under \$100
 - \$100 and under \$200
 - \$200 and over
 - Did not draw a wage or salary
 - Note: Earnings collected in single dollars
- 19 Weekly earnings in all jobs **All**
 - Under \$200
 - \$200 to less than \$300
 - \$300 to less than \$400
 - \$400 to less than \$500

\$500 to less than \$600
 \$600 to less than \$700
 \$700 to less than \$800
 \$800 to less than \$900
 \$900 to less than \$1,000
 \$1,000 to less than \$1,200
 \$1,200 to less than \$1,400
 \$1,400 to less than \$1,600
 \$1,600 to less than \$1,800
 \$1,800 or more
 Did not draw a wage or salary
 Note: Earnings collected in
 single dollars

20 Hours worked in main job **All**

Less than 1 hour

1-14

15-19

20-24

25-29

30-34

35

36-39

40

41-44

45-48

49 and over

Note: Collected in single
hours

21 Hours worked in second job **4**

Less than 1 hour

1-19

20-29

30-34

35-39

40

41-44

45-48

49 and over

Note: Collected in single
hours

22 Hours worked in all jobs **All**

Less than 1 hour

1-14

15-19

20-24

25-29

30-34

35

36-39

40

41-44

45-48

49 and over

Note: Collected in single
hours

23 Hours for which paid in main job **All**

1-14

15-19

20-24

25-29

30-34

35

36-39

40

41-44

45-48

	49 and over	
	OMIEs who did not draw a wage/salary	
	Worker's compensation	
	Note: Collected in single hours	
24	Full-time or part-time status in main job	All
	Full-time employees	
	Part-time employees	
25	Full-time or part-time status in all jobs	All
	Full-time workers	
	Part-time workers	
26	Whether preferred to work more hours	9
	Preferred to work more hours	
	Did not prefer to work more hours	
27	Sector of main job	All
	Public	
	Private	
	Could not be determined	
28	Frequency of pay in main job	All
	Weekly	
	Fortnightly	
	Four Weekly	
	Monthly	
	Quarterly	
	Other	
29	Whether had paid leave entitlements	7
	With paid leave entitlements	
	Without paid leave entitlements	
30	Size of location in main job	All
	Fewer than 10 employees	
	10-19 employees	
	20-99 employees	
	100 or more employees	
	Did not know	
31	Number of paid leave entitlements	7
	No paid leave entitlements	
	One or more paid leave entitlements	
	One entitlement	
	Two entitlements	
	Three entitlements	
	Four entitlements	
32	Whether employer made superannuation contributions on behalf of employee	All
	Employer made contributions	
	Employer did not make contributions	
	Did not know	
33	Whether entitled to paid holiday leave	7
	Entitled to paid holiday leave	
	Not entitled to paid holiday leave	
	Did not know	
34	Whether entitled to paid sick leave	7
	Entitled to paid sick leave	
	Not entitled to paid sick leave	

	Did not know	
35	Whether entitled to paid long service leave	7
	Entitled to paid long service leave	
	Not entitled to paid long service leave	
	Did not know	
36	Whether entitled to paid maternity/paternity leave	7
	Entitled to paid maternity/paternity leave	
	Not entitled to paid maternity/paternity leave	
	Did not know	
37	Whether received casual loading as part of pay	7
	Received casual loading	
	Did not receive casual loading	
	Did not know	
38	Whether paid a set amount or by the hour (excludes overtime and/or bonuses)	7
	Set amount	
	By the hour	
	Did not know	
39	Whether paid full adult rate of pay	All
	Paid full adult rate of pay	
	Not paid full adult rate of pay	
	Did not know	
	Did not draw a wage or salary	
40	Type of paid leave entitlement	7
	No paid leave entitlement	
	Paid holiday leave	
	Paid sick leave	
	Paid long service leave	
	Paid maternity/paternity leave	
41	Whether salary sacrificed to superannuation in last pay period	All
	Salary sacrificed to superannuation in last pay period	
	Did not salary sacrifice to superannuation in last pay period	
	Did not know	
42	Whether salary sacrificed to superannuation in last 12 months	All
	Salary sacrificed to superannuation in last 12 months	
	Did not salary sacrifice to superannuation in last 12 months	
	Did not know	
43	Trade union membership in main job	All
	Trade union member in main job	
	Not a trade union member in main job	
	Did not know	
44	Trade union membership	All

	Trade union member	
	Trade union member in connection with main job	
	Trade union member not in connection with main job	
	Not a trade union member	
	Did not know	
45	Length of current trade union membership	All
	Currently a trade union member	
	Less than 1 year	
	1 year	
	2 years	
	3-4 years	
	5-9 years	
	More than 10 years	
	Previously a trade union member	
	Never been a trade union member	
	Note: Time collected in single weeks to 51 weeks & single years to 10 years.	
46	Duration since previously a trade union member	All
	Previously a trade union member	
	Less than 1 year ago	
	1 year ago	
	2 years ago	
	3-4 years ago	
	5-9 years ago	
	More than 10 years	
	Never been a trade union member	
	Currently a trade union member	
	Note: Time collected in single weeks to 51 weeks & single years to 10 years.	
47	Previous trade union membership	All
	Previously a trade union member	
	Never been a trade union member	
	Currently a trade union member	
48	Multiple job-holder status	All
	Multiple job-holder	
	Not a multiple job-holder	
49	Whether considered job to be casual	7
	Considered job to be casual	
	Did not consider job to be casual	
50	Whether able to choose when holidays were taken	7
	Could choose	
	Could sometimes choose	
	Could not choose	
51	Employment type	All
	Employees (excluding OMIEs)	

With paid leave
entitlements
Without paid leave
entitlements
Owner managers of
incorporated enterprises

Supplementary surveys (Appendix)

APPENDIX 2 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of labour supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	cat. no.	Frequency	Latest issue
Monthly Population Supplementary Surveys			
Childhood Education and Care, Australia	4402.0	Irregular	June 2008 (reissue)
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2010
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2010
Forms of Employment, Australia	6359.0	Annual	November 2010
Job Search Experience, Australia	6222.0	Annual	July 2010
Labour Force Experience, Australia	6206.0	Biennial	February 2009
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2010
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2010
Underemployed Workers, Australia	6265.0	Annual	September 2010
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2009
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2008-2009
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2008-2009
Work-Related Injuries, Australia	6324.0	Irregular	2009-2010

(a) Latest data available on request July 2001.

(b) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

Quality Declaration - Summary

QUALITY DECLARATION - SUMMARY

INSTITUTIONAL ENVIRONMENT

For information on the institutional environment of the Australian Bureau of Statistics (ABS), including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

RELEVANCE

The Employee Earnings, Benefits and Trade Union Membership Survey collects a range of information about employees, including weekly earnings of employees, their leave entitlements (paid holiday, paid sick, paid long service and paid maternity/paternity leave), superannuation contributions made by employer on behalf of employee, benefits and trade union membership. The collection of a range of socio-demographic and labour force characteristics, makes the datasets produced from the survey extremely valuable for comparing and analysing the distribution of both weekly earnings and employment benefits across employees. Data are used in the development and review of wages and labour market policies, and in wage negotiation processes. The survey is the only reliable source of data on the distribution of trade union members by socio-demographic and labour force characteristics.

The Employee Earnings, Benefits and Trade Union Membership (EEBTUM) Survey is conducted annually in August as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). The main products from the survey are the publication, Employee Earnings, Benefits and Trade Union Membership, Australia (cat. no. 6310.0), time series spreadsheets and a confidentialised unit record file (released every two years).

TIMELINESS

The publication and time series spreadsheets are released approximately nine months after the completion of enumeration in August. In applicable years, the confidentialised unit record file is released approximately 12 months after enumeration. The Employee Earnings, Benefits and Trade Union Membership Survey will be conducted again in August 2011.

ACCURACY

The LFS sample size in August 2010 was approximately 32% higher than the sample size in August 2009. This is due to re-instatement of sample that was reduced from Labour Force Survey (LFS) and supplementary surveys from July 2008 to November 2009. Detailed information about the sample re-instatement is provided in Information Paper: Labour Force Survey Sample Design, Nov 2007 (Third edition) (cat. no. 6269.0).

Estimates from the Employee Earnings, Benefits and Trade Union Membership Survey are subject to sampling and non-sampling errors. The Employee Earnings, Benefits and Trade Union Membership Survey was designed primarily to provide estimates at the Australia level. Broad estimates are available for state and capital city/balance of state, though users should exercise caution when using estimates at this level because of the presence of high sampling errors. Relative Standard Errors for all estimates in the publication are available in the Technical Note.

COHERENCE

The ABS has been conducting the Employee Earnings, Benefits and Trade Union

Membership Survey since 1999. Prior to 1999 this publication was titled *Weekly Earnings of Employees (Distribution), Australia* (cat. no. 6310.0). Key changes made to the Employee Earnings, Benefits and Trade Union Membership Survey include:

- The 2009 Employee Benefits module that captured information on employment benefits received in the last 12 months was not collected in 2010. As a result a number of data items presented in the 2009 publication are not available in the 2010 publication.
- From 2009, additional information, relating to the number of hours that a respondent's last pay period covered in their main job, was used in the imputation process.
- A new population, 'Employees who were trade union members', is included from 2009. this population provides information about employees who were members of a trade union, not necessarily in connection with their main job.
- The 2009 Employee Benefits module of the EEBTUM survey was redeveloped to better capture information on current employment benefits received in the last 12 months, including transport to and from work, communication and/or IT devices and child care, as well as salary sacrifice arrangements.
- In 2007, a change was made to the concept of earnings being measured to include amounts salary sacrificed. Employees are now asked to include salary sacrifice when estimating their earnings. In previous years this was not the case.
- Since August 2004, imputation has been used for cases where main job or second job earnings were not provided by the respondent. The current imputation method has been used since the 2005 survey.
- A change was made in 2002 to the method used to determine whether an employee works full-time or part-time in their main job.
- Generally, revisions are made to population benchmarks after each five-yearly Census of Population and Housing (Census), however revisions were made to the population benchmarks from July 2010, including those used for the 2010 Employee Earnings, Benefits and Trade Union Membership Survey, to reflect revisions to Estimated Resident Population.

For more information on changes to the survey see Chapter 21.2 of Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001).

Employee earnings measures are also available from Average Weekly Earnings, Australia (cat. no. 6302.0) and Employee Earnings and Hours, Australia (cat. no. 6306.0).

INTERPRETABILITY

The Employee Earnings, Benefits and Trade Union Membership publication contains tables with footnoted data and a Summary of Findings to aid interpretation of the results of the survey. Detailed Explanatory Notes, Technical Note and a Glossary are also included providing information on the terminology, classifications and other technical aspects associated with these statistics.

Further commentary is often available through articles and data published in other ABS products, including:

- Australian Labour Market Statistics (cat. no. 6105.0) - refer to Appendix 2 for past articles.
- Australian Social Trends (cat. no. 4102.0) - refer to the Cumulative list of articles for past articles.
- Year Book, Australia (cat. no. 1301.0) - refer to the 'Labour' chapter.

ACCESSIBILITY

The main product from the survey is a PDF publication, Employee Earnings, Benefits and Trade Union Membership, Australia (cat. no. 6310.0), released electronically via the ABS website. Additional data may be available on request. For a list of data items available see Appendix 2 of the publication. Note that detailed data can be subject to high relative standard errors, and in some cases, may result in data being confidentialised.

Additional tables in spreadsheet format with time series data are also available from the ABS website.

A confidentialised unit record file, containing Labour Force Survey data and Employee Earnings, Benefits and Trade Union Membership Survey data is released every two years. The next CURF release is planned to occur in August 2011, based on August 2010 data. A full range of up-to-date information about the availability of ABS CURFs and about applying for access to CURFs is available via the ABS website (see Services - CURF Microdata).

For further information about these or related statistics, contact the National Information and Referral Centre on 1300 135 070 or contact Labour Market Statistics on Canberra (02) 6252 7206, or by facsimile on (02) 6252 7102, or by email to <labour.statistics@abs.gov.au>.

Quality Declaration - Relevance

EMPLOYEES

People who:

- worked for a public or private employer; and
- received remuneration in wages, salary or are paid a retainer fee by their employer and worked on a commission basis, or for tips or piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

Quality Declaration - Coherence

CHANGES IN 2010

The 2009 Employee Benefits module that captured information on employment benefits received in the last 12 months was not collected in 2010. The following data items are not presented as a result:

- 'Number of weeks of paid leave entitled to';
- 'Whether able to accrue paid holiday leave';
- 'Number of weeks of paid maternity/paternity leave';
- 'Whether taken paid study leave in the last 12 months';
- 'Whether earnings varied from one pay period to the next';
- 'Whether usually works paid or unpaid extra hours or overtime';
- 'Whether most recent period of extra hours or overtime was paid, unpaid or both';

- 'Whether guaranteed a minimum number of hours of work';
- 'Type of employment benefit received';
- 'Salary sacrifice arrangements in the last pay period';
- 'Level of highest educational attainment';
- 'Level of highest non-school qualification'; and
- 'Highest year of school completed'.

The data item 'Duration of employment in main job' presented in the 2009 publication has been renamed 'Continuous duration with current employer/business'. The data item 'Future employment expectations' presented in the 2009 publication has been replaced with 'Expected future duration with current employer/business' and 'Reason expected duration with current employer/business less than 12 months' in 2010.

DEVELOPMENT OF THE 2009 EMPLOYMENT BENEFITS

In 2009, questions relating to employee benefits were redeveloped to better capture information on current employment benefits that employees received in the last 12 months. As a result, new data items presented in the 2009 publication include, 'Employment benefits received from current employer in the last 12 months', 'Salary sacrifice arrangements in last pay period', 'Whether salary sacrificed to superannuation in last pay period' and 'Whether salary sacrificed to superannuation in last 12 months'.

Additional data items on employees' educational qualifications are presented in the 2009 publication. These are 'Level of highest educational attainment', 'Level of highest non-school qualification' and 'Highest year of school completed'. Further data items collected in 2009 include: 'Whether paid a set amount or by the hour'; 'Whether earnings varied from one pay period to the next'; 'Whether usually works paid or unpaid extra hours or overtime'; 'Whether guaranteed a minimum number of hours of work'; 'Whether paid full adult rate of pay'; 'Number of weeks of paid holiday leave entitled to'; 'Whether able to accrue paid holiday leave'; 'Number of weeks of paid maternity/paternity leave' and 'Whether taken paid study leave in the last 12 months'.

In 2009, information on 'Number of dependent children under 15 years of age' and 'Superannuation coverage' was not collected. Information was collected on 'Number of children in family aged under 15 years' and 'Whether employer makes contributions into a superannuation scheme on behalf of employee'. As a result of this change, there is a break in series. Users therefore need to exercise care when comparing data with previous years.

In 2009, a new population 'Employees who were trade union members' is included in the publication. This population differs from the existing population 'Employees who were members of a trade union in their main job' in that all employees are asked the question 'Do you belong to a trade union'? Respondents who answered 'Yes' to this question comprise the population, 'Employees who were trade union members'. This group of employees are then asked 'Is this in connection with your main job'? Those who responded 'Yes' to this question comprise the population 'Employees who were members of a trade union in their main job'. In addition, new data items on trade union membership are presented in the 2009 publication. These are, 'Trade union membership', 'Length of current trade union membership', 'Duration since previously a trade union member' and 'Previous trade union membership'.

- Additional data items on employees' educational qualifications, as well as 'Whether paid a set amount or by the hour', 'Whether usually works paid or unpaid extra hours or overtime', and 'Whether paid full adult rate of pay', are also presented in the 2009 publication.

- A new population, 'Employees who were trade union members', is included in the 2009 publication. This population provides information about employees who were members of a trade union, not necessarily in connection with their main job. Also included are new data items on trade union membership. These are 'Trade union membership', 'Length of current trade union membership', 'Duration since previously a trade union member' and 'Previous trade union membership'.

FULL-TIME AND PART-TIME WORKERS

Prior to 2002 'full-time or part-time employees in main job' was derived from a self perception question in which all employees were asked 'Is your job full-time or part-time?'. Following the redesign in 2001 of the LFS questionnaire, actual hours worked in main job in the reference week is now collected. From August 2002, data on hours worked in main job are now used to derive full-time or part-time status of employees in main job.

This approach is consistent with the method used in the LFS to derive full-time or part-time status in all jobs. For further details see Glossary entries 'Full-time employees in main job' and 'Full-time workers' in the Employee Earnings, Benefits and Trade Union Membership publication.

IMPUTATION

Information relating to main and second job earnings that were not provided by respondents have been imputed. Where this was the only information missing from the record, a value has been imputed based on answers provided from another respondent with similar characteristics (referred to as the donor). Donor records were selected for main job imputation by matching information on sex, age, state or territory of usual residence and labour force characteristics (full-time or part-time in main job, industry, occupation, hours worked in main job, number of hours that a respondent's last pay period covered in their main job) of the person with missing information. Donor records were selected for second job imputation by matching information on sex, age, state or territory of usual residence, area of usual residence and owner manager status. Depending on which values are to be imputed, donors are chosen from the pool of individual records with complete information for the block of questions where the missing information occurs.

In 2004, imputation was conducted for main job earnings only. Prior to 2004, imputation was not used, hence employees whose weekly earnings could not be determined were excluded from estimates of mean and median weekly earnings.

The differences between the imputation method used in 2004 and the current imputation methods are that the donors records are now matched, where possible, on a finer level of detail, including but not limited to, sex, state, and age of respondent, whereas in 2004 they were not. These changes in methodology are expected to have improved the imputed earnings data at the unit record level, but should not have much impact on aggregate estimates.

From 2005, imputation has been conducted for both main and second job earnings.

From 2009, additional information relating to the number of hours that a respondent's last pay period covered in their main job, was used in the imputation process.

SALARY SACRIFICE

From 2007, as a result of a change in the concept of earnings being measured, employees were asked to include salary sacrifice when estimating their earnings in their main job, and for multiple jobholders, in their second job. In previous years, there has not been any explicit reference to the treatment of salary sacrifice, yet it is probable that some employees were already including amounts of salary sacrifice in their estimates of earnings, depending on how their pay was reported. As a result of this change there has been a break in series.

REVISION OF POPULATION BENCHMARKS

The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks after each five-yearly Census of Population and Housing (Census), however revisions were made to the population benchmarks from July 2010, including those used for the 2010 Employee Earnings, Benefits and Trade Union Membership Survey, to reflect revisions to ERP. For more details on population benchmarks, see the Explanatory Notes in Labour Force, Australia (cat. no. 6202.0), and for details about the revisions made, see the article in the September 2010 issue of Labour Force, Australia (cat. no. 6202.0).

Data Cubes (I-Note) - Data Cubes

REASON FOR REISSUE OF DATA CUBE

Errors were detected in the Data Cube: Trade Union Membership Time Series, from the Employee Earnings, Benefits and Trade Union Membership, Australia (cat. no. 6310.0), which was released on 06 May 2011. This Data Cube has been reviewed and the following is a summary of the changes contained in this release of the Data Cube:

- State Data for Male Trade Union Members in Main Job for Tasmania, Northern Territory, Australian Capital Territory and Australia (Total) for 2003.

This revision will be reflected in all future products from the 2010 Employee Earnings, Benefits and Trade Union Membership Survey.

Data quality (Technical Note)

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a

sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

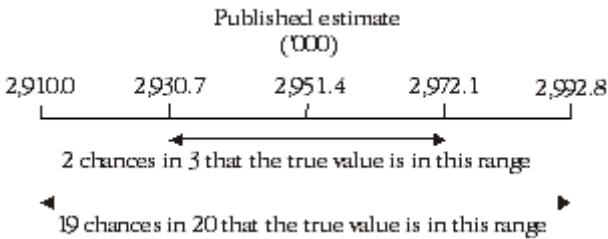
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 5 shows the estimated number of part-time employees in main job was 2,951,400. Since this estimate is between 2,000,000 and 5,000,000, table T1 shows that the SE for Australia will lie between 17,050 and 28,450 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 &SE\ of\ estimate \\
 &= lower\ SE + \left(\left(\frac{size\ of\ estimate - lower\ estimate}{upper\ estimate - lower\ estimate} \right) \times (upper\ SE - lower\ SE) \right) \\
 &= 17,050 + \left(\left(\frac{2,951,400 - 2,000,000}{5,000,000 - 2,000,000} \right) \times (28,450 - 17,050) \right) \\
 &= 20,700\ (rounded\ to\ the\ nearest\ 100)
 \end{aligned}$$

4 There are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 2,930,700 to 2,972,100 and about 19 chances in 20 that the value will fall within the range 2,910,000 to 2,992,800. This example is illustrated in the diagram below:



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g. **0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of less than 25%. Table T2 presents the levels at which estimates have RSEs of 25% and 50%.

MEANS AND MEDIANS

6 The RSEs of estimates of mean and median weekly earnings (see paragraph 21 of the Explanatory Notes) are obtained by first finding the RSE of the estimate of the total number of persons contributing to the mean or median (see table T1) and then multiplying the resulting number by the following factors for Australian estimates:

- mean weekly earnings: 0.9
- median weekly earnings: 1.0

7 The following is an example of the calculation of SEs where the use of a factor is required. Table 5 shows an estimate of 2,951,400 part-time employees in main job and table 4 shows mean weekly earnings for the same group as \$468. The SE of 2,951,400 was calculated previously as 20,700. To convert this to an RSE we express the SE as a percentage of the estimate, or $20,700/2,951,400 = 0.7\%$.

8 The RSE of the estimate of mean weekly earnings is calculated by multiplying this number, 0.7%, by the appropriate factor shown in paragraph 6 (in this case 0.9): $0.7 \times 0.9 = 0.63\%$. The approximate SE of this estimate of mean weekly earnings of part-time employees in main job is therefore 0.63% of \$468, that is \$3 (to the nearest dollar). Therefore, there are two chances in three that the mean weekly earnings for female part-time employees that would have been obtained if all dwellings had been included in the survey would have been within the range \$465 to \$471, and about 19 chances in 20 that it would have been within the range \$462 to \$474.

9 Mean and median estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. Table T2 also indicates the size of the population estimates that would produce mean and medians with RSEs greater than 50% which are considered too unreliable for general use.

ALL OTHER ESTIMATES

10 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates with RSEs greater than 50% which are considered too unreliable for general use.

PROPORTIONS AND PERCENTAGES

11 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

12 Considering the example from the previous page, of the 2,951,400 part-time employees in their main job, 838,300 or 28.4% were males. The SE and RSE of 2,951,400 were calculated previously as 20,700 and 0.7% respectively. The SE for 838,300 calculated by interpolation is 10,700 which converted to a RSE is $10,700/838,300 = 1.3\%$. Applying the

above formula, the RSE of the proportion is:

$$RSE = \sqrt{(1.3)^2 - (0.7)^2} = 1.1\%$$

13 The SE for the proportion, 28.4%, of male part-time employees, is 0.3 percentage points, calculated as $(28.4/100) \times 1.1$. There are about two chances in three that the proportion of male part-time employees, was between 28.1% and 28.7%, and 19 chances in 20 that the proportion is within the range 27.8% to 29.0%.

DIFFERENCES

14 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

15 While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

STANDARD ERRORS

T1 Standard errors of estimates

Size of estimate (persons)	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	AUST.	
									SE no.	RSE %
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	200	270	380	76.0
700	660	620	580	390	480	270	230	300	480	68.6
1,000	760	710	680	450	550	310	270	330	610	61.0
1,500	900	830	810	530	640	360	320	360	780	52.0
2,000	1 010	930	910	590	710	390	350	390	920	46.0
2,500	1 100	1 000	1 000	650	800	400	400	400	1 050	42.0
3,000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3,500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4,000	1 300	1 200	1 200	750	900	500	450	450	1 350	33.8
5,000	1 450	1 300	1 250	800	1 000	500	500	500	1 500	30.0
7,000	1 650	1 500	1 450	900	1 150	600	600	600	1 700	24.3
10,000	1 850	1 700	1 600	1 050	1 300	700	750	700	2 000	20.0
15,000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20,000	2 400	2 200	1 950	1 350	1 650	1 000	1 300	1 000	2 550	12.8
30,000	2 800	2 550	2 250	1 550	1 900	1 250	1 800	1 250	2 900	9.7
40,000	3 100	2 800	2 500	1 800	2 100	1 500	2 250	1 500	3 150	7.9
50,000	3 350	3 050	2 750	2 000	2 300	1 700	2 700	1 650	3 400	6.8
100,000	4 250	4 000	3 750	3 000	3 400	2 400	4 700	2 250	4 300	4.3
150,000	5 000	4 850	4 600	3 850	4 450	2 850	6 500	2 500	5 000	3.3
200,000	5 750	5 650	5 400	4 550	5 350	3 200	8 100	2 650	5 600	2.8
300,000	7 250	7 250	6 850	5 550	6 750	3 700	11 100	2 800	6 650	2.2
500,000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1,000,000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2,000,000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9

5,000,000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10,000,000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4

.. not applicable

T2 population levels at which estimates have RSEs of 25% and 50%

	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACTAust. no. no.
25% RSE								
Mean weekly earnings	5 600	5 000	4 000	1 900	3 000	1 100	400	1 300 5 900
Median weekly earnings	6 300	5 500	5 100	2 500	3 800	1 400	700	1 500 7 200
Relative Standard Error of all other estimates	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400 6 800
50% RSE								
Mean weekly earnings	1 800	1 600	1 300	600	1 000	300	100	500 1 400
Median weekly earnings	2 000	1 800	1 700	800	1 200	400	200	600 1 800
Relative Standard Error of all other estimates	2 000	1 800	1 700	800	1 200	500	300	600 1 600

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